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July 21, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Discussion and Possible Action to Accept Total Compensation Study from Koff & Associates

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Accept the report; or

Request additional information and continue the meeting to August 4, 2020; or

Take no action.

BACKGROUND AND DISCUSSION

The City of Rio Dell's last total compensation study was completed in 2010. A compensation study helps to provide a professional third party framework for compensation decisions in the City of Rio Dell.

On January 7, 2020 the City Council authorized the City Manager (4-0 with Councilmember Strahan absent) to execute an agreement with Koff & Associates to perform a total compensation study. On March 17, 2020 Koff & Associates developed a list of comparator agencies that the Council was presented. The City Council approved the list and directed that the City of Ferndale also be added as a comparator agency, 4-0 with Councilmember Johnson absent.

The draft report will be presented to the Council.

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June 19, 2020

# Total Compensation Study Draft Report

City of Rio Dell

## KOFF & ASSOCIATES

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June 19, 2020

Kyle Knopp, City Manager  
City of Rio Dell  
675 Wildwood Avenue  
Rio Dell, California 95562

Dear Mr. Knopp:

Koff & Associates is pleased to present the Total Compensation Study DRAFT Report to the City of Rio Dell. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you, Joanne Farley, and Karen Dunham for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City of Rio Dell and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Katie Kaneko  
President



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## EXECUTIVE SUMMARY

### Background

In May and June of 2020, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for the City of Rio Dell (“City”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

### Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s **base salaries, overall, in comparison to the market median are 21.6% below the market.**
- The City’s **total compensation, overall, in comparison to the market median is 13.1% below the market.**
- The City’s **benefits package** puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

## STUDY PROCESS

### Benchmark Classifications

The study included 29 classifications, and of those 16 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that



are compared to the market, and these classifications are used as a means of anchoring the City’s overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

**Table 1. Benchmark Classification**

Classification Title
1. Accountant II
2. Chief of Police
3. City Clerk
4. City Manager
5. Community Development Director
6. Community Services Officer
7. Finance Director
8. Fiscal Assistant II
9. Planning & Building Permit Specialist
10. Police Officer
11. Records Technician
12. Sergeant
13. Utility Worker II
14. Water/Wastewater Plant Operator II
15. Wastewater Superintendent
16. Water/Streets Superintendent

## Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, agencies were added to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the City be used as comparators.



When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
- 4. **Labor market and geographic location** – Today’s labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don’t live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. The City agreed to a list of thirteen (13) agencies.

**Table 2. Comparator Agencies**

Agency
1. City of Alturas
2. City of Colusa
3. City of Corning
4. City of Crescent City
5. City of Ferndale
6. City of Fortuna
7. City of Gridley





Agency
8. City of Mt. Shasta
9. City of Orland
10. City of Red Bluff
11. City of Weed
12. City of Willits
13. City of Yreka

## Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

### 1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

### 2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency’s Classic plan.
- **Employer Normal Cost:** Since the City participates in a defined contribution retirement plan and many of the comparator agencies participated in a defined benefit plan, the normal cost for the classic tier is reflected. The normal cost represents the annual cost of service accrual for active employees. Normal cost is shown as a percentage of payroll.
- **Employer Paid Member Contribution:** The amount of the employee’s contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$711.45 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

### 3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.



#### 4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

#### 5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

#### 6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

#### 7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

### Data Collection

Data was collected during the months of May and June 2020, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and





careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

## Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification’s “likeness” be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the City’s class falls in the middle.



If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

## Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 15 of the 16 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

## MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

**Table 3. Market Compensation Results Summary**

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
City Clerk	6	-4.5	6.2
Water/Wastewater Plant Operator II	11	-13.5	-8.5
Water/Streets Superintendent	4	-14.8	-9.6
City Manager	12	-15.2	-7.6
Accountant II	5	-18.8	-13.9
Records Technician	10	-20.5	-10.9
Chief of Police	13	-22.0	-16.2
Sergeant	13	-22.1	-19.1
Wastewater Superintendent	8	-24.7	-14.9
Fiscal Assistant II	12	-25.0	-13.4
Police Officer	13	-27.2	-14.9
Utility Worker II	9	-34.4	-20.4
Finance Director	11	-38.6	-27.1
Community Services Officer	5	New Class	New Class
Planning & Building Permit Specialist	5	New Class	New Class
Community Development Director	2	INSUFFICIENT DATA	INSUFFICIENT DATA

### Base Salary

Base salary market results show that thirteen classifications are paid below the market median, two classification are proposed new classifications, and one classification had insufficient data.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the Market Median	1	0	2	10	13
Above the Market Median	0	0	0	0	0





## Total Compensation

Total compensation market results show that twelve classifications are paid below the market median, two classifications are proposed new classifications, one classification had insufficient data, and one classification is paid above the market median.

# of Classifications	<5%	5-10%	10-15	15+	Total
Below the Market Median	0	3	5	4	12
Above the Market Median	0	1	0	0	1

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the Rio Dell’s benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 21.6% below the market median for base salaries, while that figure changes to 13.1% below the market median for total compensation, which is a 8.5% difference (i.e., the City “gains” a 8.5% competitive advantage when taking benefits into consideration).

## Benefits

The market benefits data reveals the City is competitive overall in the benefit package offered to employees. The major contributing factor that give the City a competitive advantage is the health insurance contribution, which is 9% above the average contribution. This is a cost measurement only and does not reflect comparative value.

## INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City’s classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:



- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
  - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
  - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
  - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for thirteen (13) classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

## RECOMMENDATIONS

### Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay





its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

## Proposed Salary Structure

Currently, the City's salary structure does not have consistent range structure. Each salary range has a five steps with 3% between each step. It is recommended that the City maintain a salary structure, representative of industry best practice, of a five step range with 5% between each step and 2.5% between ranges. Appendix III contains the current salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

## Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

## Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program





must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

**Table 4. Three-Year Implementation Proposal**

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City’s financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

Another option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees’ current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications’ salaries that are currently below the market median as soon as possible, assuming that incumbents’ performance meets the City’s level of expectation.



When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers “catch up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

## USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,  
**Koff & Associates**



Katie Kaneko  
President



## Appendix I

### Results Summary



City of Rio Dell - Results Summary  
June 2020

Classification	Top Monthly Salary Data			Total Monthly Compensation Data			# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	
Accountant II	\$ 4,604	\$ 5,357	-16.4%	\$ 5,471	-18.8%	\$ 7,652	-12.6%
Chief of Police	\$ 7,460	\$ 8,670	-16.2%	\$ 9,104	-22.0%	\$ 12,913	-8.0%
City Clerk	\$ 5,031	\$ 5,194	-3.2%	\$ 5,258	-4.5%	\$ 8,674	7.2%
City Manager	\$ 9,449	\$ 11,371	-20.3%	\$ 10,884	-15.2%	\$ 15,033	-11.7%
Community Development Director	\$ 7,135	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,372	Insuff. Data
Community Services Officer	proposed	\$ 3,912		\$ 4,021		proposed	
Finance Director	\$ 5,965	\$ 7,861	-31.8%	\$ 8,265	-38.6%	\$ 9,818	-20.0%
Fiscal Assistant II	\$ 3,146	\$ 3,900	-24.0%	\$ 3,933	-25.0%	\$ 5,829	-14.8%
Planning & Building Permit Specialist	proposed	\$ 3,874		\$ 3,940		proposed	
Police Officer	\$ 4,099	\$ 4,954	-20.9%	\$ 5,215	-27.2%	\$ 7,493	-12.5%
Records Technician	\$ 3,201	\$ 3,855	-20.4%	\$ 3,859	-20.5%	\$ 5,898	-13.3%
Sergeant	\$ 5,055	\$ 6,028	-19.2%	\$ 6,170	-22.1%	\$ 8,784	-12.7%
Utility Worker II	\$ 2,828	\$ 3,762	-33.0%	\$ 3,802	-34.4%	\$ 5,432	-22.1%
W/WWW Plant Operator II	\$ 3,749	\$ 4,387	-17.0%	\$ 4,255	-13.5%	\$ 6,583	-9.6%
Wastewater Superintendent	\$ 5,445	\$ 6,627	-21.7%	\$ 6,791	-24.7%	\$ 9,168	-9.8%
Water/Streets Superintendent	\$ 5,774	\$ 6,673	-15.6%	\$ 6,629	-14.8%	\$ 10,522	-9.6%
		AVERAGE:	-20.0%	AVERAGE:	-21.6%	AVERAGE:	-11.5%
							AVERAGE:
							-13.1%



## Appendix II

### Market Compensation Findings



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Crescent City	Accountant	\$ 5,798	\$ 2,859	\$ 8,657	7/1/2019	unknown	unknown
2	City of Red Bluff	Financial Management Specialist	\$ 5,752	\$ 3,536	\$ 9,288	2/19/2020	unknown	unknown
3	City of Gridley	Accountant 1	\$ 5,471	\$ 3,722	\$ 9,193	7/1/2019	7/1/2020	3.00%
4	City of Willits <sup>1</sup>	Senior Accountant	\$ 5,143	\$ 3,574	\$ 8,717	7/1/2019	7/1/2020	2.00%
5	City of Colusa	Finance Analyst	\$ 4,621	\$ 2,613	\$ 7,234	4/1/2020	unknown	unknown
6	City of Rio Dell	Accountant II	\$ 4,604	\$ 3,046	\$ 7,652	7/1/2020	unknown	unknown
7	City of Corning	N/C						
8	City of Alturas	N/C						
9	City of Orland	N/C						
10	City of Mt. Shasta	N/C						
11	City of Weed	N/C						
12	City of Yreka	N/C						
13	City of Ferndale	N/C						
14	City of Fortuna	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,357	\$ 8,618
% City of Rio Dell Above/Below	-16.4%	-12.6%
Median of Comparators	\$ 5,471	\$ 8,717
% City of Rio Dell Above/Below	-18.8%	-13.9%
Number of Matches	5	5

N/C - Non Comparator

1 - City of Willits: COLA may be delayed.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Red Bluff	Chief of Police	\$ 10,421	\$ 6,140	\$ 16,561	2/19/2020	unknown	unknown
2	City of Colusa	Police Chief	\$ 10,329	\$ 5,928	\$ 16,257	4/1/2020	unknown	unknown
3	City of Gridley	Police Chief	\$ 10,019	\$ 6,411	\$ 16,430	7/1/2019	7/1/2020	3.00%
4	City of Yreka	Chief of Police	\$ 9,814	\$ 5,803	\$ 15,616	1/1/2020	1/1/2021	2.50%
5	City of Corning	Police Chief	\$ 9,433	\$ 6,294	\$ 15,727	12/15/2019	12/27/2020	3.00%-5.00%
6	City of Crescent City	Chief of Police	\$ 9,327	\$ 5,012	\$ 14,339	7/1/2019	unknown	unknown
7	City of Willits	Chief of Police	\$ 9,104	\$ 5,904	\$ 15,007	7/1/2019	unknown	unknown
8	City of Orland	Chief of Police	\$ 8,667	\$ 6,403	\$ 15,069	7/1/2019	7/1/2020	3.00%
9	City of Fortuna	Police Chief	\$ 8,029	\$ 4,962	\$ 12,991	7/1/2019	unknown	unknown
10	City of Alturas	Chief of Police	\$ 7,667	\$ 5,447	\$ 13,113	8/1/2019	8/1/2020	2.17%
11	City of Weed	Police Chief	\$ 7,484	\$ 3,660	\$ 11,144	7/1/2019	7/1/2020	4.00%
12	City of Rio Dell	Chief of Police	\$ 7,460	\$ 5,453	\$ 12,913	7/1/2020	unknown	unknown
13	City of Mt. Shasta	Police Chief	\$ 6,635	\$ 3,426	\$ 10,061	7/1/2019	unknown	unknown
14	City of Ferndale	Police Chief	\$ 5,788	\$ 3,131	\$ 8,919	6/4/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,670	\$ 13,941
% City of Rio Dell Above/Below	-16.2%	-8.0%
Median of Comparators	\$ 9,104	\$ 15,007
% City of Rio Dell Above/Below	-22.0%	-16.2%
Number of Matches	13	13

N/C - Non Comparator



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Weed	City Clerk	\$ 6,654	\$ 2,995	\$ 9,649	7/1/2019	7/1/2020	4.00%
2	City of Fortuna	City Clerk/Human Resources Manager	\$ 6,208	\$ 3,620	\$ 9,828	7/1/2019	7/1/2020	\$0.50 /hour
3	City of Crescent City	City Clerk	\$ 6,092	\$ 2,926	\$ 9,017	7/1/2019	unknown	unknown
4	City of Rio Dell	City Clerk	\$ 5,031	\$ 3,643	\$ 8,674	7/1/2020	unknown	unknown
5	City of Ferndale	City Clerk	\$ 4,424	\$ 2,078	\$ 6,502	unknown	unknown	unknown
6	City of Alturas	City Clerk	\$ 3,958	\$ 3,302	\$ 7,261	2/1/2020	2/1/2021	4.21%
7	City of Mt. Shasta	Deputy City Clerk	\$ 3,831	\$ 2,210	\$ 6,041	7/1/2019	unknown	unknown
8	City of Red Bluff	N/C						
9	City of Corning	N/C						
10	City of Gridley	N/C						
11	City of Willits	N/C						
12	City of Yreka	N/C						
13	City of Colusa	N/C						
14	City of Orland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,194	\$ 8,050
% City of Rio Dell Above/Below	-3.2%	7.2%
Median of Comparators	\$ 5,258	\$ 8,139
% City of Rio Dell Above/Below	-4.5%	6.2%
Number of Matches	6	6

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	City Manager	\$ 17,719	\$ 6,605	\$ 24,324	4/1/2020	unknown	unknown
2	City of Red Bluff <sup>1</sup>	City Manager	\$ 15,185	\$ 6,660	\$ 21,845	2/19/2020	unknown	unknown
3	City of Weed	City Manager	\$ 12,012	\$ 5,017	\$ 17,029	7/1/2019	7/1/2020	4.00%
4	City of Crescent City	City Manager	\$ 11,128	\$ 4,285	\$ 15,413	7/1/2019	unknown	unknown
5	City of Corning	City Manager	\$ 11,001	\$ 5,223	\$ 16,224	12/15/2019	unknown	unknown
6	City of Willits	City Manager	\$ 10,924	\$ 6,600	\$ 17,524	7/1/2019	unknown	unknown
7	City of Yreka	City Manager	\$ 10,845	\$ 4,977	\$ 15,821	1/1/2020	unknown	unknown
8	City of Orland	City Manager	\$ 10,541	\$ 6,496	\$ 17,038	7/1/2019	unknown	unknown
9	City of Fortuna	City Manager	\$ 10,500	\$ 5,290	\$ 15,790	7/1/2019	12/1/2020	3.00%
10	City of Gridley	City Administrator	\$ 10,350	\$ 5,766	\$ 16,116	7/1/2019	unknown	unknown
11	City of Rio Dell	City Manager	\$ 9,449	\$ 5,585	\$ 15,033	7/1/2020	unknown	unknown
12	City of Ferndale	City Manager	\$ 8,248	\$ 4,783	\$ 13,031	unknown	unknown	unknown
13	City of Mt. Shasta	City Manager	\$ 8,000	\$ 3,273	\$ 11,273	7/1/2019	unknown	unknown
14	City of Alturas	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,371	\$ 16,786
% City of Rio Dell Above/Below	-20.3%	-11.7%
Median of Comparators	\$ 10,884	\$ 16,170
% City of Rio Dell Above/Below	-15.2%	-7.6%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Red Bluff: City Manager also functions as the City Attorney (30% of time).



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City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Community Development Director									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Willits	Community Development Director	\$ 8,474	\$ 4,863	\$ 13,337	7/1/2019	unknown	unknown	
2	City of Red Bluff	Community Development Director	\$ 7,642	\$ 4,185	\$ 11,827	2/19/2020	unknown	unknown	
3	City of Rio Dell	Community Development Director	\$ 7,135	\$ 4,237	\$ 11,372	7/1/2020	unknown	unknown	
4	City of Gridley	N/C							
5	City of Fortuna	N/C							
6	City of Ferndale	N/C							
7	City of Yreka	N/C							
8	City of Weed	N/C							
9	City of Crescent City	N/C							
10	City of Orland	N/C							
11	City of Corning	N/C							
12	City of Colusa	N/C							
13	City of Alturas	N/C							
14	City of Mt. Shasta	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators	% City of Rio Dell Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	% City of Rio Dell Above/Below	Insuff. Data	Insuff. Data
Number of Matches		2	2

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Yreka <sup>2</sup>	[Code Enforcement Officer/ Animal Control Officer]	\$ 4,437	\$ 3,027	\$ 7,464	1/1/2020	1/1/2021	2.50%
2	City of Gridley <sup>1</sup>	[Community Service Officer/ Animal Control Officer]	\$ 4,236	\$ 3,571	\$ 7,807	7/1/2019	7/1/2020	2.00%
3	City of Corning	Community Service Officer	\$ 4,021	\$ 2,917	\$ 6,938	12/15/2019	12/27/2020	3.00%-5.00%
4	City of Fortuna	Community Services Officer II	\$ 3,463	\$ 2,887	\$ 6,350	7/1/2019	7/1/2020	3.00%
5	City of Red Bluff	Community Services Officer	\$ 3,401	\$ 2,533	\$ 5,934	2/19/2020	unknown	unknown
6	City of Rio Dell	Community Services Officer	\$ 0	\$ 0	\$ 0	7/1/2020	unknown	unknown
7	City of Ferndale	N/C						
8	City of Weed	N/C						
9	City of Crescent City	N/C						
10	City of Orland	N/C						
11	City of Colusa	N/C						
12	City of Alturas	N/C						
13	City of Mt. Shasta	N/C						
14	City of Willits	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators	% City of Rio Dell Above/Below	\$ 3,912	\$ 6,899
Median of Comparators	% City of Rio Dell Above/Below	\$ 4,021	\$ 6,938
Number of Matches		5	5

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	Finance Director	\$ 10,840	\$ 4,804	\$ 15,644	4/1/2020	unknown	unknown
2	City of Gridley	Finance Director	\$ 10,019	\$ 5,230	\$ 15,249	7/1/2019	7/1/2020	3.00%
3	City of Crescent City	Director of Finance	\$ 8,772	\$ 3,704	\$ 12,476	7/1/2019	unknown	unknown
4	City of Fortuna	Finance Director	\$ 8,747	\$ 4,252	\$ 12,999	7/1/2019	2/20/2021	\$0.50 /hour
5	City of Willits	Finance Director/Treasurer	\$ 8,474	\$ 4,863	\$ 13,337	7/1/2019	unknown	unknown
6	City of Red Bluff	Finance Director	\$ 8,265	\$ 4,384	\$ 12,649	2/19/2020	unknown	unknown
7	City of Yreka	Finance & Admin Services Director	\$ 7,722	\$ 4,048	\$ 11,770	1/1/2020	1/1/2021	2.50%
8	City of Weed	Director of Finance	\$ 7,484	\$ 3,251	\$ 10,735	7/1/2019	7/1/2020	4.00%
9	City of Mt. Shasta	Director of Finance	\$ 6,635	\$ 2,925	\$ 9,560	7/1/2019	unknown	unknown
10	City of Rio Dell	Finance Director	\$ 5,965	\$ 3,853	\$ 9,818	7/1/2020	unknown	unknown
11	City of Ferndale	Finance Director	\$ 4,806	\$ 2,171	\$ 6,977	unknown	unknown	unknown
12	City of Alturas	Finance Director	\$ 4,708	\$ 3,540	\$ 8,249	11/1/2019	11/1/2020	5.31%
13	City of Corning	N/C						
14	City of Orland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,861	\$ 11,786
% City of Rio Dell Above/Below	-31.8%	-20.0%
Median of Comparators	\$ 8,265	\$ 12,476
% City of Rio Dell Above/Below	-38.6%	-27.1%
Number of Matches	11	11

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	Account Clerk II	\$ 4,621	\$ 2,613	\$ 7,234	4/1/2020	unknown	unknown
2	City of Orland	Accounting Technician II	\$ 4,446	\$ 3,316	\$ 7,763	7/1/2019	7/1/2020	3.00%
3	City of Gridley <sup>1</sup>	[Accounting Technician/ Administrative Services Clerk II]	\$ 4,307	\$ 3,484	\$ 7,791	7/1/2019	7/1/2020	3.00%
4	City of Willits	Office Assistant III/Utility Billing	\$ 4,087	\$ 3,259	\$ 7,347	7/1/2019	7/1/2020	2.00%
5	City of Weed <sup>2</sup>	[AP Clerk/ AR Clerk]	\$ 4,047	\$ 2,049	\$ 6,096	7/1/2019	7/1/2020	4.00%
6	City of Yreka	Fiscal and Admin Technician II	\$ 3,940	\$ 2,818	\$ 6,758	1/1/2020	1/1/2021	2.50%
7	City of Corning	Accounting Assistant	\$ 3,927	\$ 2,874	\$ 6,801	12/15/2019	12/27/2020	3.00%-5.00%
8	City of Crescent City	Account Clerk II	\$ 3,626	\$ 2,365	\$ 5,991	7/1/2019	unknown	unknown
9	City of Fortuna	Account Clerk III	\$ 3,608	\$ 2,834	\$ 6,442	7/1/2019	7/1/2020	\$0.50 /hour
10	City of Mt. Shasta	Accounting Assistant	\$ 3,423	\$ 2,106	\$ 5,529	7/1/2019	unknown	unknown
11	City of Red Bluff	Account Clerk II	\$ 3,418	\$ 2,633	\$ 6,051	2/19/2020	unknown	unknown
12	City of Alturas	Administrative Clerk II	\$ 3,353	\$ 3,110	\$ 6,464	7/1/2018	unknown	unknown
13	City of Rio Dell	Fiscal Assistant II	\$ 3,146	\$ 2,683	\$ 5,829	7/1/2020	unknown	unknown
14	City of Ferndale	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,900	\$ 6,689
% City of Rio Dell Above/Below		-24.0%	-14.8%
Median of Comparators		\$ 3,933	\$ 6,611
% City of Rio Dell Above/Below		-25.0%	-13.4%
Number of Matches		12	12

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Weed: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Planning & Building Permit Specialist														
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase						
1	City of Fortuna	Senior Administrative Assistant	\$ 4,344	\$ 2,989	\$ 7,332	7/1/2019	7/1/2020	\$0.50 /hour						
2	City of Gridley	Administrative Services Clerk II	\$ 4,100	\$ 3,441	\$ 7,541	7/1/2019	7/1/2020	3.00%						
3	City of Yreka	Fiscal and Admin Technician II	\$ 3,940	\$ 2,818	\$ 6,758	1/1/2020	1/1/2021	2.50%						
4	City of Colusa	Building Code Enforcement Technician	\$ 3,621	\$ 2,341	\$ 5,962	4/1/2020	unknown	unknown						
5	City of Crescent City	Planning - Office Technician	\$ 3,368	\$ 2,306	\$ 5,674	7/1/2019	unknown	unknown						
6	City of Corning	N/C												
7	City of Alturas	N/C												
8	City of Red Bluff	N/C												
9	City of Orland	N/C												
10	City of Mt. Shasta	N/C												
11	City of Weed	N/C												
12	City of Willits	N/C												
13	City of Ferndale	N/C												
14	City of Rio Dell	Planning & Building Permit Specialist	\$ 0	\$ 0	\$ 0	7/1/2020	unknown	unknown						

Summary Results	
	Total Monthly
Average of Comparators	\$ 6,653
% City of Rio Dell Above/Below	\$ 3,874
Median of Comparators	\$ 3,940
% City of Rio Dell Above/Below	\$ 6,758
Number of Matches	5

N/C - Non Comparator

**City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020**

<b>Police Officer</b>														
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase						
1	City of Corning	Police Officer	\$ 6,120	\$ 4,167	\$ 10,287	12/15/2019	12/27/2020	3.00%-5.00%						
2	City of Gridley	Police Officer	\$ 5,581	\$ 4,461	\$ 10,042	7/1/2019	7/1/2020	2.00%						
3	City of Crescent City	Police Officer	\$ 5,468	\$ 3,141	\$ 8,609	7/1/2019	unknown	unknown						
4	City of Willits	Police Officer II	\$ 5,344	\$ 3,995	\$ 9,339	7/1/2019	7/1/2020	2.00%						
5	City of Red Bluff	Police Officer	\$ 5,337	\$ 3,604	\$ 8,941	2/19/2020	unknown	unknown						
6	City of Orland	Police Officer	\$ 5,221	\$ 4,182	\$ 9,403	7/1/2019	7/1/2020	6.00%						
7	City of Weed	Police Officer	\$ 5,215	\$ 3,262	\$ 8,477	7/1/2019	7/1/2020	4.00%						
8	City of Colusa	Police Officer	\$ 5,095	\$ 3,187	\$ 8,282	4/1/2020	unknown	unknown						
9	City of Yreka	Police Officer	\$ 5,087	\$ 3,635	\$ 8,722	1/1/2020	1/1/2021	2.50%						
10	City of Fortuna	Police Officer	\$ 4,470	\$ 3,468	\$ 7,938	7/1/2019	7/1/2020	3.00%						
11	City of Mt. Shasta	Police Officer	\$ 4,141	\$ 2,617	\$ 6,758	7/1/2019	unknown	unknown						
12	City of Rio Dell	Police Officer	\$ 4,089	\$ 3,394	\$ 7,493	7/1/2020	unknown	unknown						
13	City of Alturas	Patrolman	\$ 4,063	\$ 3,648	\$ 7,711	7/1/2018	unknown	unknown						
14	City of Ferndale	Police Officer	\$ 3,261	\$ 1,847	\$ 5,108	unknown	unknown	unknown						

<b>Summary Results</b>		<b>Total Monthly</b>
Average of Comparators	\$ 4,954	\$ 8,432
% City of Rio Dell Above/Below	-20.9%	-12.5%
Median of Comparators	\$ 5,215	\$ 8,609
% City of Rio Dell Above/Below	-27.2%	-14.9%
Number of Matches	13	13

N/C - Non Comparator



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corning	Police Dispatcher/Clerk	\$ 4,468	\$ 3,096	\$ 7,564	12/15/2019	12/27/2020	3.00%-5.00%
2	City of Weed	Admin Secretary	\$ 4,378	\$ 2,140	\$ 6,518	7/1/2019	7/1/2020	4.00%
3	City of Yreka	Records Specialist	\$ 4,286	\$ 2,912	\$ 7,198	1/1/2020	1/1/2021	2.50%
4	City of Colusa	Police Services Technician	\$ 4,091	\$ 2,469	\$ 6,560	4/1/2020	unknown	unknown
5	City of Crescent City	Records Specialist	\$ 3,906	\$ 2,428	\$ 6,334	7/1/2019	unknown	unknown
6	City of Gridley	Community Services Officer	\$ 3,812	\$ 3,407	\$ 7,219	7/1/2019	7/1/2020	2.00%
7	City of Orland	Dispatch Records Clerk	\$ 3,739	\$ 3,200	\$ 6,938	7/1/2019	7/1/2020	6.00%
8	City of Alturas	Police Clerk	\$ 3,353	\$ 3,152	\$ 6,505	7/1/2018	unknown	unknown
9	City of Fortuna	Records Clerk	\$ 3,266	\$ 2,812	\$ 6,078	7/1/2019	7/1/2020	3.00%
10	City of Red Bluff	Police Records Specialist II	\$ 3,255	\$ 2,627	\$ 5,882	2/19/2020	unknown	unknown
11	City of Rio Dell	Records Technician	\$ 3,201	\$ 2,697	\$ 5,898	7/1/2020	unknown	unknown
12	City of Mt. Shasta	N/C						
13	City of Willits	N/C						
14	City of Ferndale	N/C						

Summary Results		Total Monthly
Average of Comparators	\$ 3,855	\$ 6,680
% City of Rio Dell Above/Below	-20.4%	-13.3%
Median of Comparators	\$ 3,859	\$ 6,539
% City of Rio Dell Above/Below	-20.5%	-10.9%
Number of Matches	10	10

N/C - Non Comparator



**City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020**

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Weed	Police Sergeant	\$ 7,295	\$ 3,946	\$ 11,241	7/1/2019	7/1/2020	4.00%
2	City of Crescent City	Sergeant	\$ 6,918	\$ 3,544	\$ 10,462	7/1/2019	unknown	unknown
3	City of Corning	Police Sergeant	\$ 6,918	\$ 4,458	\$ 11,376	12/15/2019	12/27/2020	3.00%-5.00%
4	City of Yreka	Sergeant	\$ 6,819	\$ 4,251	\$ 11,069	1/1/2020	1/1/2021	2.50%
5	City of Gridley	Sergeant	\$ 6,731	\$ 4,823	\$ 11,554	7/1/2019	7/1/2020	2.00%
6	City of Willits	Police Sergeant	\$ 6,575	\$ 4,427	\$ 11,002	7/1/2019	7/1/2020	2.00%
7	City of Orland	Sergeant	\$ 6,170	\$ 5,019	\$ 11,188	7/1/2019	7/1/2020	6.00%
8	City of Red Bluff	Police Sergeant	\$ 6,071	\$ 3,883	\$ 9,954	2/19/2020	unknown	unknown
9	City of Colusa	Police Sergeant	\$ 6,013	\$ 3,505	\$ 9,518	4/1/2020	unknown	unknown
10	City of Fortuna	Police Sergeant	\$ 5,229	\$ 3,691	\$ 8,920	7/1/2019	7/1/2020	3.00%
11	City of Rio Dell	Sergeant	\$ 5,055	\$ 3,729	\$ 8,784	7/1/2020	unknown	unknown
12	City of Mt. Shasta	Police Sergeant	\$ 4,866	\$ 2,852	\$ 7,718	7/1/2019	unknown	unknown
13	City of Alturas	Sergeant	\$ 4,597	\$ 3,848	\$ 8,445	7/1/2018	unknown	unknown
14	City of Ferndale	Sergeant	\$ 4,157	\$ 2,064	\$ 6,221	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,028	\$ 9,898
% City of Rio Dell Above/Below	-19.2%	-12.7%
Median of Comparators	\$ 6,170	\$ 10,462
% City of Rio Dell Above/Below	-22.1%	-19.1%
Number of Matches	13	13

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>3</sup>	Maintenance Worker II	\$ 4,303	\$ 3,483	\$ 7,786	7/1/2019	7/1/2020	3.00%
2	City of Orland <sup>4</sup>	Maintenance Worker	\$ 3,975	\$ 3,172	\$ 7,147	7/1/2019	7/1/2020	3.00%
3	City of Crescent City <sup>1</sup>	[Utility Mechanic/ Maintenance Worker II]	\$ 3,962	\$ 2,441	\$ 6,403	7/1/2019	unknown	unknown
4	City of Yreka	Maintenance Worker	\$ 3,940	\$ 2,835	\$ 6,774	1/1/2020	1/1/2021	2.50%
5	City of Willits	Public Works Maintenance Worker II	\$ 3,802	\$ 3,174	\$ 6,976	7/1/2019	7/1/2020	2.00%
6	City of Fortuna <sup>2</sup>	[Utility Worker III/ Street Maint Worker III]	\$ 3,674	\$ 2,865	\$ 6,539	7/1/2019	7/1/2020	3.00%
7	City of Mt. Shasta	Maintenance Worker II	\$ 3,510	\$ 2,128	\$ 5,638	7/1/2019	unknown	unknown
8	City of Red Bluff <sup>5</sup>	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	\$ 3,425	\$ 2,669	\$ 6,093	2/19/2020	unknown	unknown
9	City of Alturas	Maintenance Worker II	\$ 3,272	\$ 3,084	\$ 6,356	7/1/2018	unknown	unknown
10	City of Rio Dell	Utility Worker I	\$ 2,828	\$ 2,604	\$ 5,432	7/1/2020	unknown	unknown
11	City of Corning	N/C						
12	City of Colusa	N/C						
13	City of Weed	N/C						
14	City of Ferndale	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,762	\$ 6,635
% City of Rio Dell Above/Below		-33.0%	-22.1%
Median of Comparators		\$ 3,802	\$ 6,539
% City of Rio Dell Above/Below		-34.4%	-20.4%
Number of Matches		9	9

N/C - Non Comparator

- 1 - City of Crescent City: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Gridley: Reported base pay plus flat rate of \$238 for distribution certificate.
- 4 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 5% increase for Distribution Grade II.
- 5 - City of Red Bluff: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>1</sup>	Senior Maintenance Worker (Plant Operator)	\$ 6,236	\$ 3,878	\$ 10,114	7/1/2019	7/1/2020	3.00%
2	City of Colusa	Utility System Operator II	\$ 4,911	\$ 2,692	\$ 7,603	4/1/2020	unknown	unknown
3	City of Crescent City	WW Treatment Plant Operator II	\$ 4,712	\$ 2,612	\$ 7,324	7/1/2019	unknown	unknown
4	City of Weed	Wastewater Treatment Plant Operator	\$ 4,405	\$ 2,181	\$ 6,586	7/1/2019	7/1/2020	4.00%
5	City of Yreka <sup>4</sup>	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]	\$ 4,343	\$ 2,944	\$ 7,287	1/1/2020	3/1/2021	2.50%
6	City of Ferndale	Wastewater Assistant	\$ 4,255	\$ 2,037	\$ 6,292	unknown	unknown	unknown
7	City of Orland <sup>2</sup>	Maintenance Worker W/ Cert Pay	\$ 4,165	\$ 3,230	\$ 7,395	7/1/2019	7/1/2020	3.00%
8	City of Fortuna	Treatment Plant Operator II	\$ 3,957	\$ 2,924	\$ 6,881	7/1/2019	7/1/2020	\$0.50 /hour
9	City of Willits <sup>3</sup>	[Wastewater Plant Operator II/ Water Plant Operator II]	\$ 3,929	\$ 3,212	\$ 7,140	7/1/2019	7/1/2020	2.00%
10	City of Rio Dell	WWWW Plant Operator II	\$ 3,749	\$ 2,864	\$ 6,613	7/1/2020	unknown	unknown
11	City of Mt. Shasta	Wastewater Plant Operator II	\$ 3,729	\$ 2,184	\$ 5,913	7/1/2019	unknown	unknown
12	City of Alturas	Wastewater Treatment/ Class II	\$ 3,611	\$ 3,192	\$ 6,803	7/1/2018	unknown	unknown
13	City of Red Bluff	N/C						
14	City of Corning	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 4,387	\$ 7,213
% City of Rio Dell Above/Below		-17.0%	-9.6%
Median of Comparators		\$ 4,255	\$ 7,140
% City of Rio Dell Above/Below		-13.5%	-8.5%
Number of Matches		11	11

N/C - Non Comparator

1 - City of Gridley: 5% additional compensation will be added to base pay of the Senior Maintenance Worker for performing the primary duty of operating the sewer plant and maintaining the water system. Reported base pay + 5% acting pay + \$266 flat rate distribution certificate + \$531 flat rate Water Treatment grade II certificate + \$531 flat rate Wastewater Treatment grade II certificate.

2 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 10% increase for Distribution Grade II and Treatment Grade II.

3 - City of Willits: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

4 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Ferndale	Chief Wastewater Plant Operator	\$ 8,373	\$ 3,034	\$ 11,407	unknown	unknown	unknown
2	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%
3	City of Colusa	Water/Sewer Utilities Superintendent	\$ 7,130	\$ 3,624	\$ 10,754	4/1/2020	unknown	unknown
4	City of Crescent City <sup>1</sup>	[WW Treatment Plant Senior Operator/ Utilities Manager]	\$ 6,830	\$ 3,225	\$ 10,055	7/1/2019	unknown	unknown
5	City of Yreka	Wastewater Treatment Plant Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%
6	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Wastewater Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%
7	City of Fortuna	Chief Treatment Plant Operator	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour
8	City of Rio Dell	Wastewater Superintendent	\$ 5,445	\$ 3,723	\$ 9,168	7/1/2020	unknown	unknown
9	City of Mt. Shasta	Chief Plant Operator	\$ 3,991	\$ 2,251	\$ 6,242	7/1/2019	unknown	unknown
10	City of Red Bluff	N/C						
11	City of Orland	N/C						
12	City of Corning	N/C						
13	City of Weed	N/C						
14	City of Alturas	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,627	\$ 10,068
% City of Rio Dell Above/Below	-21.7%	-9.8%
Median of Comparators	\$ 6,791	\$ 10,530
% City of Rio Dell Above/Below	-24.7%	-14.9%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Crescent City: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)  
June 2020

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%
2	City of Yreka	Water Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%
3	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Water Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%
4	City of Fortuna <sup>1</sup>	[Utility Superintendent/ General Services Superintendent]	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour
5	City of Rio Dell	Water/Streets Superintendent	\$ 5,774	\$ 3,831	\$ 9,605	7/1/2020	unknown	unknown
6	City of Corning	N/C						
7	City of Colusa	N/C						
8	City of Red Bluff	N/C						
9	City of Orland	N/C						
10	City of Alturas	N/C						
11	City of Weed	N/C						
12	City of Mt. Shasta	N/C						
13	City of Ferndale	N/C						
14	City of Crescent City	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,673	\$ 10,522
% City of Rio Dell Above/Below	-15.6%	-9.6%
Median of Comparators	\$ 6,629	\$ 10,530
% City of Rio Dell Above/Below	-14.8%	-9.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



## Appendix III

### Proposed Salary Range Schedule







City of Rio Dell  
Appendix III: Proposed Salary Plan  
June 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
	95	272,223	285,834	300,125	315,132	330,888	22,685	23,819	25,010	26,261	27,574	10,470.10	10,993.60	11,543.28	12,120.45	12,726.47	130.88	137.42	144.29	151.51
96	279,028	292,980	307,629	323,010	339,160	23,252	24,415	25,636	26,917	28,263	10,731.85	11,268.44	11,831.87	12,423.46	13,044.63	134.15	140.86	147.90	155.29	163.06
97	286,004	300,304	315,319	331,085	347,639	23,834	25,025	26,277	27,590	28,970	11,000.15	11,550.16	12,127.66	12,734.05	13,370.75	137.50	144.38	151.60	159.18	167.13
98	293,154	307,812	323,202	339,362	356,330	24,429	25,651	26,934	28,280	29,694	11,275.15	11,838.91	12,430.86	13,052.40	13,705.02	140.94	147.99	155.39	163.15	171.31
99	300,483	315,507	331,282	347,846	365,239	25,040	26,292	27,607	28,987	30,437	11,557.03	12,134.88	12,741.63	13,378.71	14,047.64	144.46	151.69	159.27	167.23	175.60
100	307,995	323,395	339,564	356,543	374,370	25,666	26,950	28,297	29,712	31,197	11,845.96	12,438.25	13,060.17	13,713.18	14,398.83	148.07	155.48	163.25	171.41	179.99



## Appendix IV

### Salary Range Placement Recommendations

City of Rio Del  
Appendix IV: Proposed Range Placement Recommendations  
June 2020

Class Title	Current Maximum Monthly Salary	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant I	\$4,185			24	\$4,776	14.13%		Internal Alignment - 10% below Accountant II
Accountant II	\$4,604	-13.9%	\$5,244	28	\$5,272	14.52%	X	Market and Range Placement
Administrative Assistant	\$2,847			10	\$3,380	18.75%		Internal Alignment - 15% below Administrative Technician
Administrative Technician	\$3,456			16	\$3,920	13.43%		Internal Alignment - Anchor to Senior Fiscal Assistant
Chief of Police	\$7,460	-16.2%	\$8,669	48	\$8,639	15.80%	X	Market and Range Placement
City Clerk	\$5,031	6.2%	\$4,719	24	\$4,776	-5.07%	X	Market and Range Placement; Y-rate
City Manager	\$9,449	-7.6%	\$10,167	55	\$10,269	8.69%	X	Market and Range Placement
Community Development Director	\$7,135			43	\$7,636	7.02%	X	Internal Alignment - Anchored to Finance Director
Community Services Officer <sup>†</sup>	Proposed		\$4,021	17	\$4,018		X	Market and Range Placement
Finance Director	\$5,965	-27.1%	\$7,582	43	\$7,636	28.01%	X	Market and Range Placement
Fiscal Assistant I	\$2,806			8	\$3,218	14.66%		Market and Range Placement
Fiscal Assistant II	\$3,146	-13.4%	\$3,567	12	\$3,552	12.90%	X	Internal Alignment - 10% below Fiscal Assistant II
Office Assistant	\$2,330			4	\$2,915	25.12%		Market and Range Placement
Planning & Building Permit Specialist <sup>†</sup>	Proposed		\$3,940	16	\$3,920		X	Market and Range Placement
Police Corporal	\$4,509			29	\$5,404	19.85%		Internal Alignment - 10% below Sergeant
Police Officer	\$4,099	-14.9%	\$4,710	23	\$4,660	13.66%	X	Market and Range Placement
Public Works Leadman	\$3,253			14	\$3,731	14.72%		Market and Range Placement
Records Technician	\$3,201	-10.9%	\$3,550	12	\$3,552	10.95%	X	Internal Alignment - 10% above Utility Worker II
Senior Fiscal Assistant	\$3,607			16	\$3,920	8.68%		Market and Range Placement
Sergeant	\$5,055	-19.1%	\$6,020	33	\$5,965	18.01%	X	Internal Alignment - 10% above Fiscal Assistant II
Utility Worker I	\$2,570			6	\$3,063	19.17%		Market and Range Placement
Utility Worker II	\$2,828	-20.4%	\$3,405	10	\$3,380	19.52%	X	Internal Alignment - 10% below Utility Worker II
Utility Worker III	Proposed			14	\$3,731			Market and Range Placement
Wastewater Superintendent	\$5,445	-14.9%	\$6,256	35	\$6,267	15.11%	X	Internal Alignment - 10% above Utility Worker II
Wastewater Superintendent Trainee	\$4,099			27	\$5,144	25.48%		Market and Range Placement
Water/Streets Superintendent	\$5,774	-9.6%	\$6,328	35	\$6,267	8.55%	X	Internal Alignment - 20% below Wastewater Superintendent
Water/Wastewater Plant Operator I	\$3,408			13	\$3,640	6.82%		Market and Range Placement
Water/Wastewater Plant Operator II	\$3,749	-8.5%	\$4,067	17	\$4,018	7.19%	X	Internal Alignment - 10% below W/W Plant Op II
Water/Wastewater Plant Operator III	Proposed			21	\$4,435			Market and Range Placement

Footnote 1: Salary recommendations based on Base Salary Market Median for proposed classes.  
Legend for columns:

- Column 1 - Classification Title.
- Column 2 - Client's current monthly maximum salaries.
- Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 4 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 6 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 7 - This is the Job Family and displays internal relationship for salary alignment.
- Column 8 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).





## Appendix V

### Additional Benefits

City of Rio Dell  
Appendix V - Additional Benefits  
June 2020

<b>Longevity</b>	
<b>City of Rio Dell</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
RDEA	3% increase for employees with ten or more years service with the City.
RDPOA	N/A
Management	N/A
<b>City of Alturas</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	Employees who have twenty (20) years of full continuous employment, and each year thereafter on an employee's anniversary date, shall receive twenty (20) hours of longevity pay.
Safety	
Police Chief	
City Clerk	
Finance Director	
<b>City of Colusa</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CCEA	Additional Merit Steps 6-10 with 2% in between each step and eligible every 2 years after the 5th step.
POA	
Mid-Management	
Department Heads	Employees who have been at the top of their salary range for 12 months and have served a total of 120 months with the CITY shall qualify to receive a 5% Longevity Pay salary differential.
City Clerk	N/A
<b>City of Corning</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Miscellaneous	Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Public Safety	Annual satisfactory performance evaluations will be required to receive and maintain annual pay increase. A performance evaluation will be made 30-days before the employee's anniversary date. Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Dispatchers	
Management	
City Manager	
<b>City of Crescent City</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CCEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
CECC	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional percent (5%) of their base hourly pay. Employees with fifteen (15) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
CCPOA	Employees with ten (10) years of service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing ten (10) years of serviced, the tenth anniversary of full-time employment will be used for qualification. Employees with twenty (20) years of consecutive service with the City will be compensated by an additional five percent (5%) of their base hourly pay.
CCMEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.

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Executive	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
<b>City of Ferndale</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
City Manager	N/A
Chief of Police	
All Others	
<b>City of Fortuna</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
FPEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Unrepresented	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
City Manager	N/A
Police Chief	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Finance Director	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
<b>City of Gridley</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
GPOA	Effective with an employee's 10th consecutive year of service, one percent (1%) of the employee's gross salary shall be added to that employee's base salary. Effective with an employee's 15th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for total longevity pay of two percent (2%). Effective with an employee's 20th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for a total longevity pay of three (3%).
IBEW	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3%
Management	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3% 25 Years of service = 4%
<b>City of Mt. Shasta</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
POA	10 consecutive years of service = 2% of regular pay
Teamsters	15 consecutive years of service = 4% of regular pay
Unrepresented	20 consecutive years of service = 6% of regular pay
<b>City of Orland</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	2.5% above current salary rate upon completion of 10, 15, 20, 25 and 30 full consecutive years of employment. Police Chief does not receive longevity benefits.
Police	
Mid-Management	
Unrepresented	
<b>City of Red Bluff</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Operating Engineers	5% increase upon 10 years of continuous service with the City.
Mid-Management & Management	5% increase upon 10 years of continuous service with the City.
POA	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City.



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Police Mid-Management	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City, additional 5% increase upon 20 years of continuous service with the City.
<b>City of Weed</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Sworn Police	5% at completion of 10 years of full-time service, additional 5% at completion of 15 years of full-time service, 5% at completion of 20 years of full-time service
Non-sworn Police	
Operating Engineers	
Unrepresented	
Management	
<b>City of Willits</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IBEW	10th Anniversary date and each year thereafter = \$750/year <span style="float: right;">20th</span>
WPOA	Anniversary date and each year thereafter = \$1,500/year <span style="float: right;">25th</span>
Unrepresented	Anniversary date and each year thereafter = \$3,000/year
At-Will	
<b>City of Yreka</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
YEA	After 10 Years = 5% increase in top step of salary range.
YPOA	N/A
Management	
Confidential	
YPAA	